



To: Councillor Copland, Convener; Councillor Al-Samarai, Vice-Convener; Councillor David Cameron; the Lord Provost; Councillor Steve Delaney, the Depute Provost; and Councillors Ali, Crockett, Davidson, Hutchison, Macdonald, MacGregor, Massey, McLeod and Thomson.

Trade Union Advisers: Zemeta Chefeke and Carole Thorpe (EIS); Kevin Masson and David Willis (GMB); Jason Currie and 1 vacancy (SSTA); Mark Musk and Alison Robertson (UNISON); Joe Craig and Mishelle Gray (UNITE); Fiona Sales (UCATT) and Rob Stephen and 1 vacancy (VOICE).

Town House,
ABERDEEN, 3 November 2023

STAFF GOVERNANCE COMMITTEE

The Members of the **STAFF GOVERNANCE COMMITTEE** are requested to meet in **Committee Room 2 - Town House on MONDAY, 13 NOVEMBER 2023 at 10.00am**. This is a hybrid meeting and Members may also attend remotely.

The meeting will be webcast and a live stream can be viewed on the Council's website. <https://aberdeen.public-i.tv/core/portal/home>

JENNI LAWSON
INTERIM CHIEF OFFICER – GOVERNANCE (LEGAL)

B U S I N E S S

NOTIFICATION OF URGENT BUSINESS

1.1. There are no items at this time

DETERMINATION OF EXEMPT BUSINESS

2.1. There are no items of exempt business

DECLARATIONS OF INTEREST & TRANSPARENCY STATEMENTS

3.1. Members are requested to declare any interests

DEPUTATIONS

4.1. None at this time

MINUTE OF PREVIOUS MEETING

5.1. Minute of Previous Meeting of 4 September 2023 (Pages 5 - 8)

COMMITTEE PLANNER

6.1. Committee Business Planner (Pages 9 - 12)

NOTICES OF MOTION

7.1. None at this time

REFERRALS FROM COUNCIL, COMMITTEES AND SUB COMMITTEES

8.1. None at this time

PERFORMANCE AND RISK

9.1. Staff Governance Committee Effectiveness Report - COM/23/338 (Pages 13 - 32)

WORKFORCE STRATEGIES

10.1. Leadership and Management Development Update - CUS/23/344 (Pages 33 - 50)

COUNCIL POLICIES AFFECTING STAFF

11.1. Whistleblowing Policy and Procedure - CUS/23/250 (Pages 51 - 74)

11.2. Managing Substance Misuse Policy - CUS/23/349 (Pages 75 - 94)

HEALTH, SAFETY & WELLBEING OF STAFF

12.1. Corporate Health & Safety Quarterly Update - COM/23/346 (Pages 95 - 116)

12.2. Employee Assistance Scheme/Occupational Health/Sickness Absence Six Monthly Report - CUS/23/347 (Pages 117 - 140)

Integrated Impact Assessments related to reports on this agenda can be viewed [here](#)

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Website Address: aberdeencity.gov.uk

Should you require any further information about this agenda, please contact
Steph Dunsmuir, email sdunsmuir@aberdeencity.gov.uk